CP378
UE119

SIXTY YEARS OF STRUGGLE:

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NORTH CAROLINA
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Cp378
UE119

Sixty Years of Struggle: A Documented History of Housekeepers at U.N.C.

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Sixty Years of Struggle: A Documented History of Housekeepers at U. N. C.

This packet contains a sampling of a much larger selection of documents from the University Archive in the North Carolina Collection of Wilson Library. The material documents the long, uphill struggle that the University's predominantly African-American workers have engaged in since the 1930s for a decent standard of living, the chance to improve their lot in life, and the respect due people in our society.

The documents speak for themselves, but a brief synopsis is included before each set to introduce the broader themes they entail. The material is arranged in six sections: the Janitor's Association, 1930-1940; correspondence of University President Frank Porter Graham, 1937-1944; the C. I. O. on campus, 1942-1947; the University's role in the establishment of a salary scale for the North Carolina State Personnel Department, 1954-1957; issues related to the Civil Rights Act and the organizing efforts of the Committee of Janitors, 1960-1965; Housekeeper protests in the Reagan era, 1980-1983.

These documents bring to life the names of the people whose toil maintained this University for over a half century, though their contributions were ignored at the time and have long since been forgotten in the history books. It shows that the Housekeeper's Association which formed in 1991 is not the first such organization in the University's history, as workers have periodically organized to fight for better pay and better treatment, with the University administration usually playing a reactive role. Today's Housekeepers are carrying on a struggle for justice that is at least sixty years old.

GIFT, YONNI CHAPMAN

Section One: the Janitors' Association, 1930-1940

The Janitors' Association formed in 1930 in the face of a 10% wage cut for state employees, the lowest paid of whom received only $25 a week for over fifty hours even before the cut. Formed by four janitors who met often to discuss their problems, the Association lasted over a decade, being replaced by a C. I. O. chapter during the war.

Document 1a: This letter dated June 10, 1932, from Kennon Cheek, vice-president of the Janitors' Association, to P. L. Burch, superintendent of the Buildings Department, follows a second 10% wage cut and a reduction of hours for janitors. Cheek indicates that, despite the cuts, several janitors continue to work extra hours for no extra pay just to keep their buildings up to their normal standard of cleanliness.

Document 1b: In this letter the Janitors' Association thanks Graham for a pay raise, which was "like drops of water to a weary soul in a desert land." Graham did not actually raise janitors' hourly wage, which remained at twenty-five cents, but rather expanded the hours for which they were paid from 48-50 to 54-56 because (as Document 1a makes clear) janitors were already working extra hours without pay.

Documents 1c and 1d: These letters, one from Dean R. B. House to Frank Porter Graham and the other, earlier one from Elliot Washington, President of the Janitors' Association, highlight the problems of low pay and lack of health care for the University's "colored" workers at that time. House's reaction shows that he felt the University had a responsibility toward its workers, a belief shared by Graham.

Document 1e: This is the first of at least three issues of the Janitors' Association Newsletter, dated April 1940. It outlines the Association's purpose, goals and history.

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PETITIONER'S EXHIBIT 1a

PETITIONER'S EXHIBIT 1b →

Chapel Hill N.C.
June 6 -- 1932

Mr. H. E. Finch
Supt. of Building Dept.
Chapel Hill N.C.

Dear Mr Finch

This summer we are doing every thing in our power to keep the building as it has always been, and we miss their are many many petty items that must with the same spirit we do our work that the standard of cleaness may be maintain. To do this several of us will have to come early and stay late.

I am wondering if a letter could not be sent out to the head of the Department to which these me work and make a check of the personal ability, and at the end of the first Summer School we send a short questionair to them as to the fitness of the women. to that they be kept in competent until the questionear have been return. Your Cooperation in this is greatly appreciated.

Yours
Kennon Shuford

To President Frank D. Graham —

And
The other Authorities of the University of North Carolina.

We, the janitors of the University of North Carolina wish to express to you our heartfelt thanks for the raise in our pay. It was to us like drops of water to a weary soul in a desert land. Again it brings the thought to our mind that during these days of distress and perplexity that you have our welfare at heart as well as your own. And our one hope and desire is that we may measure up to the standpoint of right. We realize that obedience is better than sacrifice and that we must be subject to those who hath rule over us. We do not wish to do anything that would hinder the progress of this great institution but if nothing more to be a door mat upon which your progress may be built.

Again let us thank you from the very depths of our hearts and may the great God of the Universe guide and direct you through these dark days of economical and social change. And may you land upon the brinks of a new and better day and we believe when you land we will land with you.

Faithfully Submitted
The Janitors Association
Elliott Washington President
Frank Hairston Secretary

Copies to:
Mr. P. L. Burch
Mr. R. B. House
Mr. C. T. Woollen
Mr. Bessie William

April 27, 1934.

Note to the President:

The enclosed letter from the President of the Janitors Association troubles me about our responsibility to the colored people who work for us.

An effort was made to make it possible for them to join the Hospital Care Association. I explained the whole thing to them and I know that they were interested. I find, however, that they simply cannot spare the amount of money necessary each week. I am of the opinion that we ought to pay this for them as a standing piece of extra compensation, if it can be done. Otherwise, we must care for their health situation in some other way.

I just want you to notice that only three members of our colored staff felt able to join the Association and I really don't believe that they ought to pay out so much money per week.

R. B. House

PETITIONER'S EXHIBIT 12

Chapel Hill,N.C.,
April 19, 1934.

Mr. R.B.House,
Chapel Hill,N.C.

Dear Sir:-

You will find enclosed the names of the members of the Janitors Association which are making application for the Hospital Association.

As president of the Association I regret very much that more are not taking the advantage of this valuable offer. We realize that it will mean a decrease in the daath rate of our people to join, but owing to the economical condition, and as a average we have to support a family of four and pay taxes out of a $10.00 per week salary, we find it impossible for more to join.

We do hope that the sunshine of favors will still shine upon us.

Yours truly,

Elleotte Washington,
Pres. of the Janitors Assoc.

Elliott Washington

Names
Kennon Cheek
James Trice
John Clark

PETITIONER'S EXHIBIT
1e

THE VOICE OF THE JANITORS' ASSOCIATION

VOLUME I FIRST EDITION APRIL, 1940

Editorial Staff

Eugene White, Chairman

James Trice

Willie Hargraves

Clyde Stevenson

William Coker

THE JANITORS' ASSOCIATION OF THE
UNIVERSITY OF NORTH CAROLINA

The Janitors' Association of the University of North Carolina was organized in 1930. Mr. Kenon Cheek was the first President of the organization and he devoted himself to the task with such enthusiasm and success that he was re-elected to a second term.

The President of the Janitors' Association now is Mr. George Washington, a distinguished old father of the Association, with much experience. By watching closely his acts and words, all members will have an excellent example to follow, and thus add to the love and appreciation he enjoys.

The Janitors' Association have held several banquets at the auditorium of the Orange County Training School. Mr. H. M. Holmes and the teaching staff of the Training School have certainly outdone themselves in cordiality and fairness toward our group.

The Janitors' Association also have honorary members for protection.

Throughout the civilized world, our Race produces some men of genius, many of talent. To promote the development of our Race, the Janitors' Association upholds high ideals and aims for its members. We are making a statement here of the things we stand for, that others may know of the qualifications we set for ourselves.

The Janitors' Association aim for their members to be popular in their community, as well as on the job. Therefore, they must have both pleasing personalities and good characters. Recognizing intelligence as the most important thing in man, our members must have the reputation of possessing memory, thought, and imagination, for the sake of action, as well as knowing how to use a broom. We must have memory to avoid our mistakes and repeat our successes.

(Continued on next column)

The Janitors' Association
(Continued from first column)

The Janitors' Association demands certain personal qualifications of the employees of the University of North Carolina. They should have good personal habits, reasonable speed in work, ability to see things to be done, good judgment, and ability to speak reasonably good English. Our members should also be honest persons, worthy of trust and to be depended upon in all things. The ability to understand what is to be done and carry it out, as well as to be able to judge wisely the best course of action when a choice is available, is necessary to the successful Janitor. The Janitor interested in his job should learn to love his work, to see what is to be done, and to do it without being told. He should be loyal to his employer if he expects his employer to be loyal in return. The Janitor should take as a motto for his disposition, "Laugh and the world laughs with you; cry and you cry alone." Employers always prefer the person who goes about his work cheerfully and who is not subject to a spell of depression.

I only wish that every one of my Race that is employed at the University of North Carolina would take an interest in this organization. We do not suffer from lack of leadership in the Janitors' Association, as our leadership comes from those who attend the Association. I only wish that we could believe in each other, work together, and love one another in cooperative fellowship.

JAMES TRICE
March 22, 1940

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A group of Janitors of the University of N. C. has anorganization known as the Janitors Association. This association is a social group.

The Association is doing everything in their power to do the things to please every one. We have and hope to maintain the cooperation of all the group, for we are trying hard to make this organization just what we want it to be and we can do so by everyone's cooperation.

William Coker

The Janitors' Association of the University of North Carolina which has been organized a good number of years, has been working and still working for the betterment of the Janitors' Community and University. The organization has had a wonderful line of leaderships, some that any organization would be proud of, but haven't had the sufficient support of the Janitors of the University. The idea that hasn't been understood by all and maybe some false reports have been made, but due to Janitor drawing, their conclusion and having never been members it would be the Janitor's pride and ambition to have every Janitor to learn more about it and see the good in the organization.

We all know that before anything can be done in the right way you must surely understand it yourself. The Association is always willing to receive ideas from any of the members to improve and make it just what it should be.

Clyde Stevenson

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The Voice of the Janitors' Association

As a charter member of the Janitors' Association, I am glad to say that I have never enjoyed any other organization as well as I have the Janitors' Association of the University of North Carolina. I have served as President, Secretary and Chairman of the Executive Committee. In my seventeen years at the University, I have seen lots of my friends come and go. Naturally, I am proud of the Association that we have with one another. Our meeting together gives us an opportunity to discuss our working conditions with the foreman, thereby creating a better understanding between the foreman and ourselves.

The purpose of the Janitors Association is to increase our usefulness to the University, both physically and educational, and to obtain better cooperation between the authorities of the University.

We have been able to enjoy certain privileges of the University, because we could be reached through the Janitors' Association, namely we have been able to obtain

(Continued on next column)

The Voice of the Janitors' Association
(Continued from first column)

a week's vacation with pay. Shower bath rooms, lectures by President Graham, Dean House and other members of the faculty have also been obtained through this Association. My mind goes back to the year of January 26, 1932 when Dr. Frank Graham came to lecture to us concerning the financial conditions of the University, and said we would have to take a cut in our wages due to the depression, which will never be forgotten. I remember he said we would play ball together and would come through. During this time there was a loan fund being set up in the University whereby students could borrow money to stay in college. When Dr. Graham had finished his speech and reaching for the door to leave, there was a movement made by Mr. Kenon Cheek that we donate to President Graham $5.00 for the loan fund which was seconded and carried by vote. This brought Dr. Graham back for another speech. Dr. Graham said we were the first organization to give a donation to the loan fund.

The necessity of the meeting

It is important that every Janitor be present at every meeting. We only meet once a month, or twelve times a year unless there is urgent business for a call meeting. There may be something you have on your chest that you would like to get off, which may be beneficial to the organization. You have a perfect right to express yourself. The Janitors' Association has not reached its height of raising the standard and increasing its usefulness. Let us boast the Association for this cause. Every Janitor and yard employee need the aid of the Association. A man may be good without it, but he will fail of highest respect, he will miss the best companionship, he will make blunders that hurt him without his knowing why. After all, it is team work that counts for the success that we wish to obtain.

Eugene White

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HISTORY

The year 1929 and early par of 1930 will long be remembered by the Janitors of the University of North Carolina, especially by four humble servants employed by this Institution; namely, Kenon Cheek, Frank W. Hairston, Elliott Washington, and Melvin Rich. Rich was the sprayer; Cheek, Washington and Hairston were janitors in Venable Hall. These men had been working for the University for several years and as they would often meet up with each other, they would always discuss the many different problems that confronted them in their daily work, and how to be more useful in doing their work for the Buildings Department and the Student Body, and how to improve their department morally and mentally. They would often say that every janitor on the campus ought to take great pride in his work and in doing it with the very best of his ability and patience and to realize it was an honor to be a janitor of this grest Institution. As these thoughts began to formulate more seriously in their minds the question as to what would be the best course or way to present these thoughts to the other janitors, and would they be able to see the good that in time to come they would derive from it by being more closely connected together up to this time.

The Janitors hardly ever see each other only in a casual way, but the thought was always in the minds of these four janitors that some way could be worked out that they could get all of the janitors together; so it was decided by them to ask Mr. Dossie William, their foreman of the Janitor force, to call them together for a meeting -which he kindly did. Elliott Washington and Kenon Cheek were the keynote speakers of the meeting; Kenon Cheek being one of the oldest janitors on the campus.

After talking pro and con the good to be derived, it was decided to organize into an Association known as the Janitors' Association. The question arose how the University of North Carolina authorities would take it, would they look upon it with favor or disapproval. So it was

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History
(Continued from first column)

decided before any further steps be taken that a man should be appointed to wait upon Mr. C. T. Woollen, Business Manager; Mr. P. L. Burch, Supt. of Buildings Dept. and Miss Ross, Secretary to Mr. Woollen and explain to them the purpose of the Association. So Mr. Kenon Cheek was appointed and was told to let the body know just as soon as he could after waiting upon them and this he did. The report was good. Then on April 14, 1930 a meeting was held, officers elected and committees appointed and the Janitors Association had started on its mission of service and helpfulness. Many heads of the different departments have become honorary members of the Association. They have given financial aid to those who were in need and was one of the first to donate to the Student Loan Fund. They made donations to Orange County Training School and Sedilia. They have never failed to help in all good causes. The Association since its set up has had five presidents; namely, Kenon Cheek, three years; A. D. Clark, two years; Eugene White, one year; Silar Pettiford, one year; Elliott Washington, three years. The many white friends have given the Association great cooperation financially and otherwise. It has had for speakers on different occasions, such leaders as Dr. Frank P. Graham, Dr. Howard Odu, Judge Graham, Dr. Archibald Henderson, and many others to numerous to mention here. The Association may not have accomplished all that some expected, but in the beautiful word of Tennyson, it expresses the future.

Frank W. Hairston
Historian

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The Janitors' Association held its first meeting Tuesday, April 2, 1940, under the new administration officers for the year of 1940. Mr. Elliott Washington, Pres.; Frank W. Hairston, Vice-Pres.; Lawrence Perry, Sec.; Leroy Clark, Treas.; Adolphus Clark, Finance Sec.; Kenon Cheek, Chairman of the Executive Committee, with him are Clarence Bynum, Irvan Hackney, Willie Burnett and Ira Battle. Uncle George, the silver haired dada, declares that he has no pets and says that every member of the Association shall be fed out of the same spoon, take it easy boys you get twelve months to eat out of this spoon.

Section Two: Correspondences with Frank Porter Graham, 1937-1944

Frank Porter Graham was a renowned new deal liberal of the Roosevelt era. This correspondence shows his concern and the concern of those around him for janitors' low pay and poor working conditions.

Document 2a: This letter dated September 8, 1937, from Professor W. B. Sanders to Graham denotes in no uncertain terms the hypocrisy of this 'liberal" University.

Document 2b: This anonymous letter regarding working conditions at the Carolina Inn kitchen raises familiar themes: low pay and poor treatment for workers.

Document 2c: This letter forwarded from the U. S. Department of Labor to Graham shows that little has been done to improve janitorial wages during the war.

Document 2d: This letter dated July 7, 1944, is one of several in which President Graham lobbied the Governor for higher wages for the lowest-paid workers.

THE UNIVERSITY OF NORTH CAROLINA
THE GRADUATE SCHOOL
CHAPEL HILL

DIVISION OF PUBLIC WELFARE
AND SOCIAL WORK

PETITIONER'S
EXHIBIT
2a

September 8, 1937

In re: two weeks vacation for the janitors -

Return to ~ with copy of your letter

Dr. Frank P. Graham, President
University of North Carolina
Chapel Hill, North Carolina

Dear Dr. Graham:

Every once in a while I am disconcerted over the discrepancy between our liberalism in theory and our conservatism in practice, or in other words, our failure to practice what we preach.

As you know our University has stood consistently for a square deal for the Negroes, is a center for discussion of improvement in race relations, and is regarded nationally as a leader in this field. Yet for all our liberalism we have not seen fit to reward our faithful Negro janitors with a vacation anytime during the year. I believe the majority of the faculty would be in favor of giving these faithful servants two weeks' vacation with pay, and I believe this could be worked out in such a way as not to involve an increase in cost of janitor service. Perhaps it might be desirable to see if the janitors themselves could work out some scheme for vacations and at the same time carry on the essential janitor services.

This experiment, I think, would tend to dignify their work in the estimation of the janitors, would stimulate their loyalty, and would increase our own self respect. I should like to see it tried out.

Sincerely yours

W.B. Sanders
W.B. SANDERS

WBS:ec

PETITIONER'S EXHIBIT 2b

Chapel Hill

March 3, 1941

Dear Dr. Graham,

The purpose of this letter is to inform you of the conditions which now exist in the kitchin of the Carolina Inn. In the past two weeks several employees have left. They have not been treated as employees should be treated. The kitchin help does not get a day off a week and some work overtime. The lady who does the special work and who is in charge of the pantry works as much as twelve hours some days and receives no pay for her extra time. I might add that she has been a great help in putting the kitchin in the shape it should be in. I heard today that she too was leaving.

By checking the time clock you can see that the time put in by some of the employees is too much. It seems that the steward has little respect for his help in that his language used in adressing them is not fit to be repeated. The help can go to the manager but it seems that he approves of the actions of the steward.

Something is radically wrong and an investigation should be made! I know that these conditions exist because I have had occasion to visit the Inn several times.

Good help does not leave their place of employment for no reason.

I feel that an investigation is necessary and that the University does not want such conditions to exist.

Sincerely yours,

An Interested Observer

PETITIONER'S EXHIBIT 2c

U. S. DEPARTMENT OF LABOR

DIVISION OF LABOR STANDARDS

WASHINGTON

February 3, 1942

Dr. Frank P. Graham, President
University of North Carolina
Chapel Hill, North Carolina

Dear Dr. Graham:

I am taking the liberty of calling your attention to a letter addressed to the Secretary from someone who states that he is a janitor in the service of the University and has held that position for a number of years. He states that he is being paid $.25 per hour for about 54 hours a week and is having difficulty in supporting his family on this wage.

I know, of course, that no State or Federal regulation applies to this type of employment nor have I any further information about the case but I felt that you might wish us to call the report to your attention.

Sincerely yours,

Clara M. Beyer

CLARA M. BEYER
ASSISTANT DIRECTOR

Apprentice Janitors 24¢ to 29¢ an hour
Janitors 29¢ to 31¢ an hour
Special Janitors 31¢ to 35¢ an hour

PETITIONER'S EXHIBIT 2d

July 7, 1944

Hon. J. Melville Broughton
Office of the Governor
Raleigh, North Carolina

My dear Governor Broughton:

Very sorry I missed you the other day and that I couldn't reach you this week.

Several days ago I left a suggestion out of our mutual concern for the lowest paid on the State payroll. As a citizen, I deeply appreciate what you, the Budget Commission, and the Legislature did in making the largest proportionate increase for the lowest on the State payroll. We should go a step farther now. The cost of living, though in general held in check comparatively well, bears down increasingly hard on the lowest income groups. The Atlanta Regional Board in the section of lowest wages approves automatically any joint wage agreement providing a minimum of 50¢ an hour. Wage increases to 40¢ an hour are not required to have the approval of the Atlanta Regional Board. Federal, state, and local public agencies are exempt from the rulings of the War Labor Board. In adopting this policy, however, the Board expressed the admonition that public agencies should voluntarily bring wages along in accordance with Board policies. My suggestion is that the Director of the Budget with the Budget Commission consider as an emergency the need for a ruling that no able-bodied worker on the State payroll receive now less than 40¢ an hour, and also make this a recommendation to the Legislature as a policy of the State.

The South can achieve the economic position and welfare its people deserve and resources make possible only by increasing and spreading the purchasing power of the millions whose incomes are the basis of either our poverty or our prosperity. We have in this simple economic fact a combination of human and business considerations worthy of your enlightened leadership. North Carolina can and should take the lead. You are the man to take the leadership for North Carolina and the South so that the southern people can play an increasingly productive and long-run creative part in the making of a fairer and more generally prosperous America.

Sincerely yours,

Frank P. Graham
President

cc: Mr. W. D. Carmichael, Jr.

Section Three: the C. I. O. on Campus, 1942-1947

During the war the Janitors' Association gave way to the C. I. O., which organized workers on campus into a union chapter. This material shows that janitors and laundry workers demanded their just due in the face of rapidly rising wartime living expenses.

Document 3a: These minutes of a July 2, 1942, meeting show that University workers at that time had the same concerns as today's Housekeepers: job security, advancement, working conditions, and, "the most important matter," pay.

Document 3b: This letter from union officials to L. B. Rogerson, Assistant Comptroller of the University, is dated August 5, 1942, and rejects the University's proposal of a piece-meal wage system for laundry workers, demanding higher wages.

Document 3c: Union representatives July 26, 1943, demanded that paid vacations for janitors be reintroduced (refer to Document 2a) after a change in policy eliminated them for hourly wage earners. Problems in pay and working conditions also remain.

Document 3d: This April 12, 1944, letter from Henry Wenning, C. I. O. Secretary-Treasurer, to Graham, then serving on the National War Labor Board, complains that Graham's subordinates in Chapel Hill were trying to turn the union's demands for working rules and regulations into contract negotiations. This "hostile act," Wenning maintains, could allow the University to wipe out the union.

Document 3e: Poor treatment by supervisors has long been a complaint of the University's black workers. This May 1, 1944, memo forwards the objections janitors had with disrespectful treatment by Giles F. Horney (for whom the Physical Plant is currently named). Personnel Officer J. A. Williams met regularly with C. I. O. officials.

Document 3f: This memo from Williams to Graham dated March 31, 1945, deals with the claim of two black laundry workers, Bessie Hargraves and Etta Guthrie, that they are paid less than white workers. Williams' wordy explanation never clearly addresses the claim that black workers are paid less than whites for the same work because of race.

Document 3g: This letter dated October 9, 1946, from Martin A. Watkins, local C. I. O. representative, was forwarded to Graham and Josephus Daniels, editor of the *News and Observer*. It complains of low pay and poor conditions for laundry workers.

Document 3h: This letter written April 9, 1947, by Luther Edwards on behalf of Bessie Edwards, complains of an "evil boss" who "came cursing" about the time sheet rather than "coming in a human way." At the end Mr. Sturdivant is identified as the boss.

Document 3i: This letter written May 14, 1947, by C. I. O. representative George Farbman expresses shock at workers' pay, mentioning that many had to take second jobs.

Document 3j: This letter of June 25, 1947, from Leroy Clark, Chairman of the Negotiating Committee, to J. S. Bennett, the University's Supervisor of Operations, complains of an "intolerable" situation. The legislature passed a 20% wage increase for state employees, and the University responded by eliminating a wartime bonus.

Document 3k: This undated flier from approximately that same time shows an effort to win student support for workers by circulating a petition protesting the University's intention to eliminate the bonus.

PETITIONER'S EXHIBIT 3a

MINUTES OF MEETING
UNIVERSITY AND EMPLOYEE REPRESENTATIVES
July 2, 1942.

An informal discussion was held in the office of the Business Manager, attended by Sidney Rittenburg, Field representative of the CIO, "State, County, and Municipal Workers of America", and the following University employees representing the groups named: Laundry - Rebecca Clark; Dormitory Janitors - Morris Hogan; Classroom Janitors - Raymond Perry; Dormitory Maids - Bessie Edwards; Carolina Inn Colored Employees - Robert Nicks; University Dining Hall Cafeteria Colored Employees - Clara Baldwin; the Chairman of the Executive Committee of the Local Consolidated Union CIO, - "Buck" Barnett; and Chairman of the Discussion Committee - Raymond Perry. L. B. Rogerson represented the University, and J. A. Williams acted as Secretary.

Mr. Rittenburg stated that there were several matters which are causing dissatisfaction among the employees: #1 - Job security, with regard to the question of layoffs. He stated that it is customary in labor circles to lay off the employees who were last put on the payroll and to retain as long as possible other employees in accordance with their length of service. To accomplish this it is customary to post a list of employees according to their length of service, or to keep an available list in the office affected. #2 - Advancements -- to be made according to length of service and ability. It is recognized by labor generally that advancements should be made in accordance with the ability of the employees. Other things being equal, advancements ought to be made according to length of service. #3 - At the Carolina Inn and at the University Dining Hall Cafeteria a "deduction" of $5.00 a week from wages is made for food furnished employees. Mr. Rogerson said that the foodfurnished is considered as part payment for services and that the cost of the food is not "deducted" from any agreed wage. Mr. Rittenburg also stated that according to his information: (a) no fresh fruit was allowed, (b) no milk was allowed, and (c) the food allowed the employees was not comparable in quality to that served the students and guests. #4 - At the laundry plant there is inadequate ventilation and no provision

is made to protect the employees from the heat: -- no fans, no salt tablets, and cooling devices of any kind. #5 - Mr. Rittenburg stated that in several instances a person trained for one trade or line of work was called upon to act as a "jack of all trades." In other words, pastry cooks were often called upon to do anything necessa to be done. He stated that in the dormitories janitors are frequently asked to doub up and to do the work of two janitors when one is absent. In Mr. Rittenburg's opini this situation can be remedied by an adequate system of "extras" who could be called in upon the failure of employees to appear for work.

Mr. Rogerson stated that he would have these situations investigated and would take proper steps to improve working conditions where they were found to be unsatisfactory. He stated that University operations were complicated by the variou business enterprises which had to be operated along the same lines as followed by th outside business world. Mr. Rogerson said that the University was doing its best to follow the practice of hiring "extras" at the present time, and even to the exten of sending after maids at five o'clock in the morning to take care of the Pre-Flight School. He stated that it might be necessary to go to "gang" cleaning. He also brought out the fact that janitors do not work all the time they are on the job, but spend a considerable part of their time in complying with requests which are not authorized by the University, such as running personal errands and doing other thing which their jobs do not necessarily entail.

The most important matter, according to Mr. Rittenburg, was the matter of wages paid to the employees represented. He stated that a good many employees becom indifferent to their jobs and that the large labor turnover was probably caused by low wage scales. He stated that there was no reason why maids in the dormitories sh get less than janitors as they do the same work and are in fact "janitors." Mr. Rog son stated that this was not the case, that maids cannot do the hard work that the janitors are called upon to do and that they do not work all the time that they are on the job. He stated that in the women's buildings it is necessary to have janitor service in addition to maid service.

Mr. Rittenburg stated that under the "Fair Practice Act" women are to receive the same wages men receive for the same work, as fast as they replace men in industry. He brought out that maids work from 40 to 50 hours a week for $10.00, except in Spencer Hall where they receive money plus meals.

In conclusion Mr. Rittenburg stated that in the opinion of the group represented, a blanket increase of 15¢ an hour is necessary for all employees, with the proviso that no employee receive less than $.325 per hour.

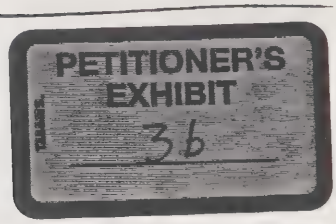
Mr. Rogerson stated that in his opinion this would be difficult at the present time. He stated that he had compared the wage scales here and elsewhere in commercial enterprises and that our wage scale compares favorably with the highest wage scales paid in the same enterprises carried on by private individuals. It is doubtful that the University should take the leadership in forcing wages up, particularly where laundries are concerned. If our laundry prices go up we will be requiring students to pay more for their laundry here than they would have to pay at a commercial laundry.

Mr. Rittenburg made the observation that the State should not exploit the laboring man in order to keep prices low for students.

Mr. Rogerson stated that he would consider the matters mentioned in the discussion and would take them up with the proper persons, and that a further discussion would be held as soon as some very urgent University business had been completed. This was satisfactory to Mr. Rittenburg and the Discussion Committee.

J. A. Williams

By Asst. Controller
Office



Mr. L.B. Rogerson,
Assisstant Comptroller,
University of North Carolina,
Chapel Hill, N.C.

Dear Sir:

President Roosevelt, calling for unity of all Americans regardless of color or creed for victory over Hitlerism, said that the wage policy of the nation must wipe out all inequalities in wages or substandard wages in the name of that unity.

Already, discussions between the University and the State, County, and Municipal Workers of America, representing the University employees, have resulted in some steps toward carrying this Victory Wage Policy into effect in Chapel Hill. We wish, however, to call to your attention again one dangerous lag in such a policy--the wage-scale of the University laundry workers.

The average wages of our laundry workers provides an annual income of less than half what the government estimates to be a naked minimum to give American workers a bare subsistence for strength and efficiency in the war effort. Obviously, laundry workers' wages are both substandard and "inequalities" at the University, even when compared to what small advances the janitors have been able to make recently.

We believe that, when "considerations-as-usual" are laid aside, this is the key to the question of the laundry workers' wage-scale--not discussions of relations between state and commercial enterprises, but discussions of what must be done in the name of morale, health, and fighting efficiency.

With these facts in mind, the laundry workers, meeting on both shifts, have voted to reject the proposals indicated by the

Mr. L.E. Rogerson:

University: Namely, that they should accept a piece-work system as an assurance of improved conditions and earning power without an immediate guarantee of a substantial increase in wages.

Instead, the laundry workers, with the fullest support of all University employees, and asking the support of everyone from "top to bottom" who places Victory in 1942 above all other considerations, demand that emergency measures be taken immediately to insure a substantial wage increase for the laundry workers. The laundry workers voice their intention, further, to carry the matter directly to President Graham and wherever else necessary one week after giving this memorandum to the University, unless a more suitable means for working out our mutual problems is devised.

It is our firm intention and belief that these matters will be cared for in a spirit of unity and good-will, in the nemar of the common effort vital to us all.

Sincerely yours,

Mrs. M. Morphis, Ch.
Laundry Section,
SCMWA, Local 403-P.

Mrs. Rebecca Clark,
Shop Steward, Laundry,
SCMWA, Local 403-P.

Sidney Rittenberg,
Field Representative,
SCMWA-CIO.

July 24, 1945

PETITIONER'S EXHIBIT 3c

DEMANDS OF LOCAL 403, STATE, COUNTY, and MUNICIPAL WORKERS of AMERICA--C.I.O.

1. CONCERNING VACATIONS:

We have been informed by the University officials that certain members of Local 403 would receive no vacations this year because they are on an hourly basis of time-and-one-half for overtime.

We protest this University ruling upon the grounds that we are the lowest paid workers at the University. We would also like to point out that the vacations which were previously given to the janitors, and these are the members we refer to, were granted on the basis of doubling up for the man on vacation. Hence, these vacations cost the University nothing.

We see no reason, after the V-12 program is firmly established here, why vacations for these workers cannot continue.

We protest the University ruling concerning vacations for workers who are paid on an hourly basis as being arbitrary and unfair.

2. CONCERNING SICK LEAVE FOR LAUNDRY WORKERS:

Since the laundry workers, who work long hours under unhealthy conditions, have never received vacations, we are requesting that they be granted a 10 day sick leave per year. An understanding should be reached so that no one takes 10 consecutive days off unless it is absolutely necessary for a worker to do so.

3. CONCERNING OVERTIME PAY:

We have two grievances concerning overtime pay.

First, on the campus many janitors have been given hours off on the day following overtime work instead of overtime pay for the extra hours worked. This is clearly a violation of the overtime pay principle and we urge that amends be made immediately.

Secondly, when overtime pay is actually granted, it is based, or computed, on the basis of the old rate, rather than on the basis of the present wages which include the war bonus. We should like an explanation and, if possible, a readjustment of this method of computation.

4. CONCERNING EQUAL PAY FOR WOMEN:

Women working in campus buildings receive 30¢ an hour, or 7½¢ less than the men. In our opinion the women do work that is so nearly equal to that of the men, that this difference of pay is unjustified, particularly in light of the national policy of equal pay for equal work. This pay differential should, in our opinion, be removed.

5. CONCERNING THE EXTRA WORK LOAD:

According to our estimates there exists a 25% shortage of labor on the campus. In some buildings men are doing 50% more work than they normally perform. Where this situation exists wages should be increased to compensate for the increased load.

In order to facilitate work on the campus and in the laundry, we urge that this list of demands be promptly taken into consideration and that a meeting with our representatives and University officials take place as soon as it is possible.

Submitted by

LeRoy Clark, Chairman
Grievance Committee

It is possible to contact Mr. Clark at Phillips Hall. during work hours, concerning a possible date and time for the suggested negociations. He will then be able to inform the members of his committee.

LeRoy Clark

✓Rebecca Clark – Laundry ✓Segal 9581
✓Bruce Barnett – New East 7461
✓Maggie Morphis –
✓Jessie Hawkins – Chemis Hayden 3473
✓Elliott Washington – Zoo. Mang. Mc. 9161
✓LeRoy Clark – Phillips Hall, Ext. 6441
Bldg Dept

PETITIONER'S EXHIBIT 3d

STATE COUNTY and MUNICIPAL
WORKERS of AMERICA
affiliated with the C. I. O.

51 CHAMBERS STREET, NEW YORK 7, N. Y.

ABRAM FLAXER
President

HENRY W. WENNING
Secretary-Treasurer

April 12th
19 44

Dr. Frank Graham
President
University of North Carolina
c/o National War Labor Board
Department of Labor Bldg.
Washington, D. C.

Dear Dr. Graham:

I have received several communications from Mr. Fred Barela at Chapel Hill regarding discussions that have taken place between University officials and our local union committee concerning the establishment of permanent rules and regulations and adjustments in the present wage rates.

I am naturally anxious to discuss these questions with you; unfortunately, I am leaving New York for Chicago on April 14th and do not expect to be back in this part of the country for a period of ten days. Since it occurs to me that you may take some action in this matter before I do have an opportunity of seeing you, I am writing this letter to give you my views on both questions, but particularly on the question of the proposed rules and regulations.

As I understand the present situation, you have asked the local group for time to secure information on union contracts in various states and that you then intend to present this information to the state government for the purpose of securing permission to institute a contract in Chapel Hill.

For your information I am sending you copies of all contracts which now exist between this union and various local government agencies throughout the country; I have no doubt that

the American Federation of Labor has many others. I should like to call to your attention, however, the fact that the union has not asked for, and definitely is not asking for, a contract with the University. If you have been given this impression by any of the officials of the University, then I am afraid you have been misled.

The union's request in this matter was quite clear and specific: namely, that the University, proceeding in a normal administrative manner, publish a set of rules and regulations governing the employment of its workers. The University has no need to test the legality of a hypothetical contract for no contract has been requested.

I am sure that you will understand our thinking in this matter. We are interested in the practical problem of improving the conditions of our members at the University. We are not interested in making the University a testing ground as to the propriety of contracts between the union and the State of North Carolina or any other state government.

When our members wrote to me on this subject, I strongly advised them to request only the issuance of administrative rules and regulations at this time, and specifically urged them not to request a written contract. This, I am quite sure, is the position that was taken by Mr. Barela and other members of the committee in discussing the matter with Mr. Teague and Dean House. Apparently, however, the interest of these officials was limited to a discussion of a full-blown, legally binding written contract. I daresay that under ordinary circumstances I would be lost in admiration of the progressive stand which has been taken by these public officials. In this instance, however, it is so obvious that such a contract is not feasible and that pressure for a contract might easily result in the destruction of the union benefits already secured by the employees of the University, that I can only regard their insistence upon testing out a hypothetical contract as a very hostile act upon their part.

I believe that no one connected with the University can question the soundness of the union's suggestion that the University publish rules and regulations establishing stipulated conditions of employment. This is a rather normal and routine procedure, well established in practice and followed, I believe, by most local government agencies in the country including agencies where the employees are not organized. It is obvious that the University can publish its rules and regulations without consulting or securing permission

from any other agency. It is a sound administrative practice and we believe the University should adopt it. But if the University does not wish to do so preferring to go along without any stipulation as to what will be expected of its employees and what its employees may expect of it, then we think the University should say so frankly, rather than diverting the question to an issue which the union has not raised and does not wish to raise at the present time.

In view of the foregoing, I would like to urge that the University comply with our original request and publish a set of rules and regulations governing the employment of various workers at Chapel Hill. Naturally we would be pleased, and I think it would be sound from the Administration's point of view, if it were indicated that these rules had been discussed with the union and that they represented a joint endeavor to work out efficient and uniform standards of employment. This could be done without the University in any way relinquishing its sole and final authority in such matters. I believe that the rules should be published in any event — whether or not the University is inclined to adopt this last suggestion.

So much for the rules and regulations. With regard to wages: I have not yet received specifications of the various requests made by the local union or their arguments in favor of each wage rate. When I do get them, I would like an opportunity to discuss them with you, to see if it is not possible to make an adjustment of the present wage scale.

If you find that you do not agree with my reasoning in the matter of the request for an employee code, I hope that you will see your way clear to taking no action until I have an opportunity to discuss the matter with you personally, perhaps at the end of this month. In the meantime, I should greatly appreciate hearing from you as to your own views in these matters.

With best wishes, I am

Sincerely yours,

Henry W. Wenning

HENRY W. WENNING
Secretary-Treasurer

HWW:FB
uopwa 16

PETITIONER'S EXHIBIT 3e

May 1, 1944

PERSONAL

MEMORANDUM TO: Mr. Giles F. Horney

FROM: J. A. Williams

In order that you may be advised as to the complaints entered by the janitors, this is to state that they say that you are unfair in your attitude towards them in that:

1. You refuse to discuss points of disagreement.

2. You fire men without just cause.

3. Your attitude is uncooperative and generally unfriendly.

As I told you the other day, I will get in touch with you later about this matter after I have done some preliminary investigating.

J. A. Williams
Personnel Officer

JAW:fp

Laundry

March 31, 1945

PETITIONER'S EXHIBIT 3f

MEMORANDUM TO: President Frank : bem

FROM: J. A. Williams

SUBJECT: Laundry Employee Complaints Registered with the F. E. P. C.

At your request, Mr. J. A. Branch, Acting Supervisor of Operations, Mr. John Humphreys, Superintendent of the Laundry, and I made an investigation of the complaints submitted to the F. E. P. C. by some of our present and former laundry employees.

As a preliminary statement, let me say that the University Laundry employs both white and colored people. At present, we have 14 white men, 42 white women, 17 colored men, and 87 colored women. I will now take up the complaints in the order in which they were listed by the F. E. P. C. representative:

1. Bessie Bergraves and Etta Guthrie complained that they make 27¢ per hour as press operators and that white folders (service operators) make 37¢ an hour. They contend that race is the reason for the wage differential.

Both of these employees are press operators. Each gets a base wage of 33¢ an hour. In addition, they are eligible for a production bonus for all work done above a specified quantity. All press operators are colored. Some of these press operators make more than others because they are better workers and turn out a larger quantity. Etta Guthrie makes considerably more on an average than Bessie Bergraves because she is a more consistent worker.

The folders (service operators) receive a base pay of 44¢ an hour, plus the average production bonus of the unit which they service. There are seven white and two colored service operators. These colored service operators were carried for a while on an experimental basis and received the same wage that they formerly received as press operators. These two girls proved satisfactory in this position and their wages have been adjusted in accordance with the work they

doing.

The contention that service operators or folders receive a higher wage than press operators because of race is untrue. Service operators receive more because their position requires more capable and responsible people. These operators supply the presses so that the work flows smoothly. They keep the "lots" straight to avoid later confusion in the assorting department. They tabulate the work done by the operators in their units. They try to keep down dissension between operators in their units. These duties require more intelligence and ability than operating a press.

It is possible, however, for a press operator to earn more than a service operator in those departments in which a production bonus is paid. For example, the Laundry payroll of March 25, 1945, which I selected at random, shows that Virginia Petty, a white service operator, worked forty-eight hours and earned $29.03, or 60¢ an hour. Mabel Stone, a colored press operator, worked forty-five hours and received $29.76, or 66¢ an hour.

2. Maggie Morphis complained that the white folders (or service operators) receive more than the colored folders (or service operator) for the same work. This complaint has already been covered in the above statement.

She also complained that white listers receive more than the colored employees and that the colored people are not assigned to the marking and listing departments. Also, she complained that "checking" is closed to negro employees. We do not know when these complaints were registered with the F. E. P. C., but our payroll will show that Maggie Morphis has not been employed by the University Laundry since June 1943.

The Laundry does not have any negro "listers" or "checkers" at the present time. We have had negro listers in the past, but do not have any at present. We attempt to select persons best qualified for each type of job without regard for

race, color, or previous nationality.

3. Carrie Miller complained that she did not get a production bonus for ironing socks. The sock ironing department does not have a production bonus.

Race has nothing to do with her possibilities of being promoted to a job as "lister". The Laundry superintendent says that she is a competent sock ironer, but does not have the ability, even to operate a press, much less to act as a lister.

Some of the departments at the Laundry have a production bonus and some do not. We have been studying the possibilities of incentive plans which would apply to all departments of the Laundry.

J. A. Williams
Personnel Officer

JAW:fp

MARTIN A. WATKINS
Box 501
Chapel Hill, N.C.
Oct. 9,1946

Dr. Frank Graham,
President, U.N.C.

Dear Dr. Graham,

Enclosed is a carbon copy of a letter sent this evening to Mr. Josephus Daniels.

Very likely you are unaware of the spontaneous sit-down strike staged by the laundry workers on September 30, and the contemplated strike set for October 14.

I am happy to know that you have recovered from your recent illness, and hope you will remain well. Liberals are so scarce these days.

Respectfully yours,

Martin A. Watkins

MARTIN A. WATKINS

Box 501
Chapel Hill, North Carolina
October 9,1946

Mr. Josephus Daniels
Raleigh, North Carolina.

Dear Mr. Daniels,

I am addressing this letter to you because you are one of the trustees of the University of North Carolina, and because I, like many other students at the University, consider you and Dr. Frank Graham to be among America's few great living men.

As you may know, laundry workers at the University at Chapel Hill earn as little as thirty-five cents an hour. Wages in other departments are sufficient only to produce for the State of North Carolina an ample supply of undernourished, sick, and delinquent people as reflected by the recent Selective Service rejectee rate.

At the same time that the wages of workers on the campus are criminally low, the town of Chapel Hill seems to be the haven of rent gougers, real estate speculators, and get-rich-quick grocery and restaurant proprietors.

It has been argued, I understand, that the University, a State institution, cannot legally enter into an agreement with a union of its employees. Were we to forget the fallaciousness of of this argument by pointing to the contracts the State of North Carolina now has with building contractors, electric companies, and some rather high salaried football coaches (who are state employees) or to the contracts that other states, not nearly as enlightened as the State of North Carolina, have entered into with unions of their employees, we must still be reminded that the employees of the University, many of them heads of families, cannot live decently at 35 and 40 cents an hour.

I believe that we might very well consider ourselves to be derelict in our duty as Americans and as human beings if we sit idly by and watch other people become sick, undernourished, old before their time, and case numbers for North Carolina's renowned sociologists.

I am sending this letter to you in the hopes that you will do your utmost to remedy the situation at the earliest possible date.

Respectfully yours,

Martin A. Watkins

MARTIN A. WATKINS

cc: Dr. Frank Graham

PETITIONER'S EXHIBIT 3h

Personal.

Chapel Hill N.C.
4/3/47

Mr. Carmichael

Dear Sir

Bessie Edwards has worked for the ministry for many years always trying to please. Recently there has come up some confusion about the time and the boss came up cursing about how they should be killed instead of coming in a human way.

We are glad to send
But- How in the Devil
would you expect
any decent person
to give services under
such Evil Pors
I figured you should
Know this so you
Could remedy the
same
Thanks
Cathy Edmonds
The one I am referring
to is Jim Blundistand-

Cathy Edmonds
Complaints

REGION FIVE
UNITED PUBLIC WORKERS OF AMERICA
AFFILIATED WITH CIO
1212 18TH STREET. N. W.
WASHINGTON 6. D. C.

. H. SCHWARTZ
ONAL DIRECTOR
E DISTRICT OF COLUMBIA,
AND, VIRGINIA
ORTH CAROLINA

PHONES:
EXECUTIVE 0991
EXECUTIVE 2753

PETITIONER'S EXHIBIT 31

May 14, 1947
W247½ N. Main st.
Winston-Salem, N.C.

Frank P. Graham, President
Univ. of North Carolina
Chapel Hill, N.C.

President Graham:

n At a meeting of employees consisting of people working in the various maintainence departments in the university, organized into Local 403 of the United Public Workers, CIO, I was amazed to find that conditions existed that I thought had long ago been abolished.

These workers are so badly underpaid, that most of them must, in order to buy the bare necessities, obtain employment to supplement their meager earnings. This is done after a hard day has been put in at the university and is only a part of whole picture of bad conditions that prevails.

Knowing your fighting record in behalf of the common people of our country, I am sure that if you would meet with a committee of three from our local and hear the just complaints, you would order some adjustments. We suggest as the best date for this meeting is Tuesday May 20. Please write and let me know if this is convenient for you.

Your record, and the university record for progressiveness should not be tarnished by having such conditions exist in it's own back yard.

Sincerely yours,
George Farbman
George Farbman,
Int. Rep., UPW-CIO

Local 403
United Public Workers of America, CIO

June 25, 1947

Mr. J.S. Bennett, Superviser of Operations
University of North Carolina
Chapel Hill, North Carolina.

My dear Mr. Bennett,

Our membership has asked me to bring formally to your attention a program designed to offer immediate, essential improvement of our pay and working conditions.

We are all deeply disturbed by the failure of the University, over a long period of time, to improve a labor situation which is almost intolerable. We are shocked to learn that the University contemplates reducing even our present inadequate wages by dropping all or part of our war bonus and by increasing the amount taken out of our pay for the retirement fund.

We should like to remind you of the problems faced by some of our members. Workers in the dining hall, for example, take home about $19 a week for a work-day that begins at 6:30 in the morning and does not end until 8:30 at night. Workers in the laundry get 33¢ an hour. With the bonus, which they may now lose, they have a take-home pay of $22 or $23 for a 45 hour week. Janitors, attendants and cleaners in the University buildings work long hours for about $26 a week.

University workers now receive about one week of paid vacation in the entire year. Some receive one paid holiday, Christmas. Many, including over one hundred laundry workers, are not even paid for Christmas. Many others are forced to work on holidays with no extra pay.

After thorough discussion, our membership decided to put forth the following minimum program:

1. No pay reduction now. At present prices we cannot live decently on what the University pays us. The loss of any more pay is impossible.

2. The granting of two weeks of paid vacation, instead of one week, to all University employees.

3. The granting of eight paid holidays every year. Extra pay to workers forced to work on any of these holidays.

4. Formulation of immediate plans by the University to raise the wages of its employees. Money must not be spent on new highways and other expensive projects while we are paid starvation wages.

We feel that in the interests of both the University and its workers this program demands immediate consideration and speedy execution.

We shall take the liberty of telephoning you for an appointment to discuss the matters we have raised in this letter. If you feel yourself unable to take the responsibility of decisions on the points raised in our program, we should like to speak with those officials of the University who might be able to take such responsibility.

Very sincerely yours ,

Leroy W. Clark
Chairman, Negotiations Committee

Leroy W. Clark

46
45
230
184
207 6

HIGHER MATH

University Laundry Workers now earn:

33¢ per hour(45 hours per week)	14.85
First Bonus	2.16
Second Bonus	4.33
	$21.34

This low pay cannot keep pace with rising living costs. The workers really need the 20% increase grantedby the state, effective July 1.

AND LOWER MATH

But the workers have been told that the second bonus may be cut out before the raise is given. This means they will have $19.98 after the increase. With one hand the University is giving increases,with the other hand they are taking more back.

The union is circulating petitions in support of decent wages and working conditions.

UNITED
PUBLIC
WORKERS
CIO
LOCAL 403

WE ASK THE STUDENTS WHO DO NOT WANT TO SEE THE UNIV. WORKERS LIVE IN THE VERY CONDITIONS CONDEMNED IN THE CLASSROOMS, TO SIGN THESE PETITIONS.

Section Four: The University and the Salary Scale 1954-1957

In 1949 the State Personnel Act called for a set salary scale for state employees, creating an apparatus to install and enforce it. The University played an important role in developing the state salary scale, not always to the advantage of its employees.

Document 4a: The language of this document of October 15, 1954, is revealing. Announcing that the classification of jobs will begin with the lowest-paid positions, the memo admits that there may be "misunderstandings, suspicions and fears" among those employees. The plan is promoted as a way to insure "equal pay for equal work" at a time when job categories were highly segregated, rendering this "equality" meaningless.

Document 4b: This undated petition (probably 1957) from employees of the Maintenance and Operations Division of North Carolina State shows why lower-paid employees were suspicious and fearful of classification. In sharp contrast to the explanation of "equality" put forth by U. N. C. officials (Document 4a), the petition cites "the problem of the inequitable wage scale," stating also that others pay better.

Document 4c: Business Officer A. H. Shepard's May 10, 1957, report complains that proposed janitorial wages are too high, a sharp contrast with the Graham era. He is also worried about wage increases for laundry workers and warns that the University will eventually have to adopt a forty-hour week for workers (it finally did so in 1969).

Document 4d: This undated memo states the University's philosophy toward the classification plan, which it played a leading role in formulating. On the one hand the University dare not pay those in "the top management levels" too little, and on the other hand it should be careful not pay "the lower echelon of workers" too much.

Personnel Memorandum 17

MEMORANDUM TO: Department Heads, Directors, and Supervisors

FROM : Chancellor, Business Manager

SUBJECT : Position Classification Survey

DATE : October 15, 1954

The State Personnel Act of 1949 provides that the regular employees of state educational institutions (except "instructional and research" staff) are to be covered by the policies and regulations established by the State Personnel Department. The University has kept in close contact with the State Personnel Department and has been attempting to follow the state's policies as closely as the University's various operations would permit. Coordination with the state's practices and procedures has been delayed until the State Personnel Department could conduct a job classification survey at the University. Until now the University has been doing the essential classifications itself with the expectation that the State Personnel Department would undertake a complete survey as soon as it possibly could.

The position classification survey will be started within a few days. It has been decided to begin with the maintenance, custodial, laundry, and dietary employee categories. Concurrent surveys are being undertaken at all three institutions comprising the University. The surveys will move along as rapidly as possible but, at best, will take several months.

We are informing you about this matter in advance in order that you may forestall any rumors, misunderstandings, suspicions and fears among the employees under your supervision.

In simple terms, a classification system provides that, after thorough study of individual positions, those having similar duties and responsibilities and requiring like knowledge, skills, abilities and training are grouped into a "class". These classes facilitate the application of the principle of "equal pay for equal work" and help in the selection, employment, and promotion of employees.

We recognize that a sound classification system is the basis for the development of satisfactory personnel program. We are anxious to cooperate with the State Personnel Department and to render all assistance possible to the analysts who are to do the work. The University Personnel Office will assist in the classification survey. While the survey is in progress in each department, a complete interchange of information between the employees, the department heads, the State Personnel Department representives, and the University Personnel Office is necessary for the thorough and satisfactory completion of the work.

Since the classification survey is beginning almost immediately, we believe it wise to ask the various University offices to defer any requests concerning salary adjustments, promotions, re-classifications and so forth, until the survey is completed.

PETITIONER'S EXHIBIT 46

NORTH CAROLINA STATE COLLEGE
OF THE UNIVERSITY OF NORTH CAROLINA

TO: Chancellor C. H. Bostian
and Business Manager J. C. Vann

FROM: Division of Maintenance & Operations Employees

WE, the undersigned employees, respectfully request consideration of the problem of the inequitable wage scale classifications as proposed by the State Personnel Department:

FIRST: We are not in disagreement with the philosophy of equal pay for equal work.

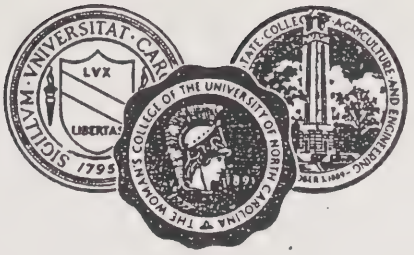
SECOND: From the wage classifications, as proposed, many of us will receive little or no increase from the pending proposal for wage increases before the Legislature;

THIRD: Those of us that would be frozen in pay status following the pending wage increases would be deprived of any future reward in the form of merit increments. This is a deterrent to initiative and loyalty;

FOURTH: We know for a fact that higher wages are being paid in private employment and for many of us there will be no alternative but to seek this employment;

FIFTH: We urgently request the College Officials to make every effort and to utilize every resource to get equitable pay classifications assigned to our jobs.

(Body of petition signed by 238 employees
of the Maintenance and Operations Division
at State College.)



THE UNIVERSITY OF NORTH CAROLINA · *Consolidated Office*
University of North Carolina in CHAPEL HILL · *North Carolina State College of Agriculture and Engineering in* RALEIGH · *The Woman's College in* GREENSBORO

A. H. SHEPARD, JR.
Business Officer & Treasurer

CHAPEL HILL

May 10, 1957

MEMORANDUM TO: President William Friday
Mr. W. D. Carmichael, Jr.

FROM: A. H. Shepard, Jr.

SUBJECT: State Personnel Department, Conference, May 9, 1957

COPY

On the afternoon of May 9, 1957, I attended a conference of State Personnel Department representatives (Messrs. Hill and Casebolt) and representatives of the University at Chapel Hill (Messrs. Teague, Williams, Branch, Bennett, Horney and Culbreth.) The purpose of the meeting was to discuss specifically certain matters of personnel classifications and pay grades, and, generally, to exchange information on matters of policy and practice.

1. As to matters of classification and salary ranges, there was submitted by the University a lengthy list of maintenance and utilities employees who, in the opinion of the University, had been classified improperly or had been assigned salary grades inconsistent with the classifications and responsibilities. It is noteworthy that in this submission were included a number of employees who the University thought had been assigned too high a salary grade. No attempt was made to reach decisions during the discussion. As to the matter of classifications, the Personnel Department agreed to reconsider in the light of additional or revised information to be provided; as to matter of salary ranges, they would proceed to examine immediately upon receipt of formal written request from the Consolidated Administration. (This is to be prepared by the Chapel Hill Administration and passed to you for approval.) I received the personal impression that the majority of these matters, particularly those relating to personnel and classifications peculiar to the University at Chapel Hill, would not be difficult to resolve. There are certain other cases, where the classifications are common to other institutions and agencies, that might be somewhat more complicated.

2. The University representatives submitted that the proposed new scales for janitors and maids were too high - that some increase might be desirable but

that the new scale would throw University wages for this type of personnel out of line with prevailing rates in the community.

3. As to the matter of seasonal, casual or "spasmodic" employment, the University was assured that rates up to the third step in the scale for the classification could be offered and that, if this was not sufficient inducement, the Personnel Department would work, with a minimum of delay, to solve the situation. The University countered by offering a list of such positions to be secured at prevailing rates in the community and to be limited to a specific maximum number. The Personnel Department accepted the list for consideration. This type of personnel does not have assured or guaranteed employment in the University; it is paid by the hour for the actual hours of work performed and does not enjoy the perquisites of vacation and sick leave, retirement benefits, etc., available to regularly employed workers.

4. In certain emergency or emergency "stand-by" situations, the University has been paying for the extra time at straight rates. As matters presently stand, the extra time cannot be compensated except through compensatory leave. This is not satisfactory to the employees involved and is making it difficult for University management to obtain these services. The Personnel Department representatives readily perceived this complication. Several alternative methods of covering the situations were discussed. The one that probably received most favorable consideration was the embodiment of the compensation for the extra time in the regular salary rate with the employee being given the understanding that the increased pay was for the extra time and that this was a regular condition of employment. Due to the commercial aspect of our operations in a number of areas, it is very important that agreement be reached in this field. Otherwise, we will be unable to render to commercial customers services for which they have contracted. This overtime is not too prevalent, but we must have some basis upon which we can call out plumbers, electric linesmen, and labor for Sunday morning clean-up after football games, etc.

5. In the matter of the laundry employees, there is a quite serious problem concerned. The laundry employees at State College and Woman's College have been classified. However, the employees at Chapel Hill receive a base rate plus incentive pay. This poses the question of what is the annual rate upon which increases might be applied. A further point is that the laundry is now paying the rates prevailing in Carrboro and Durham, and increases might throw us into conflict with laundries in this area. The Personnel Department expressed itself as being at a loss and requested suggestions from the

University as to a solution. It was promised that a study would be made and that anything positive resulting therefrom would be passed on to the Department. As a matter of information to the University Administration alone, it was stated that this might bring up in the Appropriations Sub-Committee the definition of "bona fide" State employment. As you know, this has recently been advanced in connection with matching funds under the State Retirement System.

6. Forty-Hour Week: it is rather generally understood among State employees that the salary scales of the State Personnel Department are based on the forty-hour week. We have many custodial, maintenance and utilities employees who work in excess of this load. The discussion on this point arose from an inquiry by the University as to whether or not it was going to be required to advance salary rates under the new scales and then cut back to a standard forty-hour employment.

The Personnel Department favors the forty-hour (or thirty-nine) week, but does not require it. There was mutual agreement between the representatives of the Department and the University that the University should, in all possible cases, work toward the forty-hour week - or at least to a reduction of required hours from the present levels even if the forty-hour level could not be reached. The University felt that it could in some instances achieve this without additional cost; in other instances, with very little additional cost; but that in certain fields, such as the dining hall, it would involve considerable additional cost. Survey of the possibilities and the cost will be made.

It was the general opinion that, in the near future, we are going to be forced to the forty-hour week by prevailing practices; that it would be well to anticipate this and establish the forty-hour week where possible and as soon as possible; and that this might alleviate the distress of some of our "frozen" people and reduce problems in that area.

7. For your information, the discussion was conducted on a very high level. There was every evidence of willingness to cooperate on the part of both parties. Information and ideas were freely and frankly interchanged. Some apprehensions on the part of the University representatives were cleared away and certain of them made better acquainted with larger issues, problems and policies. The State Personnel Department representatives readily recognized certain complications inherent in the University's program of service and I feel will do their utmost to assist in smoothing them out. Unless I am badly mistaken, the

conference was most beneficial and did much to promote better understanding of the aims and purposes of State Personnel policy, and achievements that can be made under the proposed salary increase legislation.

A H Shepard, Jr.

cc: Mr. John W. McDevitt

PETITIONER'S EXHIBIT 42

WAGES

Many of our self-supporting enterprises are operated of necessity on a commercial basis. The Utilities Department and the Carolina Inn provide essential services to public consumers as well as to the University. All operating costs, including payrolls and capital improvements, are borne out of receipts. Prices charged to the public consumer are carefully calculated to insure a reasonable profit, to reflect a reasonable charge for the type and excellence of service provided, and to be competetive with those charged by comparable private business concerns. It is our feeling that rates of pay to employees in the several different occupational categories should likewise be competetive with those paid by the private business community. For them to be lower, as may be the case in the top management levels, puts us at a real disadvantage in recruiting and retaining the high caliber men who can assure us of an efficient, profitable enterprise.

On the other hand, when rates of pay for the lower echelon of workers are much in excess of those paid by our competitors in the community, our overhead costs are out of balance and our profits suffer unless the added costs are passed along to the consumer.

In addition, very delicate public relations problems arise as between the University and the private community, and we must be sensitive to these relationships. More efficiency could be realized with a flexible wage plan geared to prevailing rates in the area serviced.

The demand for qualified medical and scientific research technicians is far greater than the supply. When we are successful in locating someone with the desired experience, we find that we must negotiate salary with that person on the basis of his total qualifications and pay him as much for the knowledge and skills he possesses as the duties to be performed. Frequently a Principal Investigator may not know the nature and extent of duties which he can expect to have performed until he has found someone for the job and assessed his capabilities. For these rasons we believe that more consideration must be given to this factor in establishing starting salary rates for research personnel.

Section Five: Civil Rights at U. N. C., 1960-1965

The Federal Government promoted Civil Rights in the 1960s, giving the University a new legal standard of racial equality to live up to. Washington backed up its laws with the threat of terminating federal funding, and in 1964 U. N. C Hospital was among institutions slated for defunding because it continued to segregate patients. Meanwhile, University workers organized to demand better conditions and pay.

Document 5a: This document from March 25, 1960, shows that government contracts specifying no discrimination made the Chancellor and Business Manager look into the classifications of its "Negro" employees. The subsequent report showed that there were 853 "colored" workers, mostly in low-paying, unskilled positions.

Document 5b: This draft paper dated February 28, 1964, stems from protests by African-American workers at U. N. C. Hospital about discriminatory treatment and hiring practices. It gets to the core of the employment situation in this area, explaining that the University draws on "a relatively steady supply of Negro laborers" with limited education. The final paragraph states that hiring is the responsibility of supervisors and that, while "argumentative and persuasive tactics" to overcome prejudices and discrimination "have had some measure of success," the University would not "force the hands of supervisors" nor deny them the right to select employees. In other words, the University will not intervene to end racist hiring practices made illegal by passage of the Civil Rights Act.

Document 5c: This letter from a group of concerned professors complains of lenient behavior toward white students harassing minorities in Kenan Dormitory and poses some very serious questions about the University's efforts to live up to the law.

Document 5d: This letter from Professor H. M. Blaylock to Chancellor Paul F. Sharp on June 28, 1965, alleges discrimination against black employees due to poor treatment (their supervisor, Mr. Olive, believes "that Negroes should be completely subservient"), low pay, and lack of promotional opportunities.

Document 5e: This letter, dated July 8, 1965, is from members of a Committee of Janitors, including Isiah Burnett and Marion Foushee, requesting a meeting to discuss working conditions and treatment. The janitors want supervisors to "treat them and speak to them with the respect due any human being," and present a number of grievances.

fin.

UNIVERSITY OF NORTH CAROLINA

CHAPEL HILL

J. A. BRANCH
Business Manager

March 25, 1960

PETITIONER'S EXHIBIT 5a

Mr. J. A. Branch
Business Manager
South Building

Dear Mr. Branch:

Several days ago you, the Chancellor, and I were discussing the provisions in the Government Contracts which specify that there will be no discrimination in employment because of race, creed, etc. You asked that I ascertain the classifications of employees of the Negro race employed by the University in its various operations.

I asked Mr. Fred Haskell, Personnel Officer, to secure this information. He asked each department to give him a statement as to the number and the positions so held.

I am enclosing a breakdown showing the locations, the classifications, and the numbers of Negro employees in the Memorial Hospital, School of Medicine, Carolina Inn, Book Stores, Utilities Department, Buildings Department, Student Dining Halls, Laundry, Morehead Planetarium, Victory Village, Athletic Association, and Physical Education Department.

There are, according to Mr. Haskell, less than 10% of the 853 employees who might be classified as temporary or part-time.

If any additional information is needed, please let us know.

Sincerely yours,

J. A. Williams

J. A. Williams
Assistant to the
Business Manager

JAW:abm

Enclosure

Copy to Chancellor 2/28/64

PETITIONER'S EXHIBIT 56

The Chapel Hill area (Orange County, parts of Durham and Chatham Counties) contains a fairly constant reservoir of unskilled Negro men and women with limited education, though this condition is changing. As a result, there has been available to us a relatively steady supply of Negro laborers, janitors, maids, kitchen helpers, hospital porters, etc. These types of jobs may be filled with individuals who have no previous related work experience and whose education has been limited to 8 grades or less. Positions of maid, laborer and janitor require only the ability to read and write according to the minimum qualifications specified by the State Personnel Department in the official job specifications. Few of the Negros who apply for these jobs possess the necessary qualifications for other types of positions nor do they indicate any desire to be considered for them. On the other hand, few if any non-Negro applicants make application for or express interest in the maid, janitor, laborer, kitchen helper or food server positions. There are only 2 or 3 white janitors on campus. It is apparent, therefore, that if it were not for the local supply of Negro men and women actually applying for this kind of work, these positions would remain largely unfilled.

Another group of positions in the same service and maintenance category, but at higher salary grades and ranges and including skilled and semi-skilled labor, consists of maintenance mechanics, carpenters, electricians, water plant and power plant operators, general utility men, policemen and the like. The minimum qualifications specified for jobs of this nature require completion of grammar school plus varying numbers of years of related experience. The University Personnel Office and the Hospital Personnel Office receive only a limited number of applications from Negros for these positions. It

is difficult to determine whether there is a dearth of Negros with the required combination of education and experience or whether there is a hesitation on their part to apply for such jobs. According to records of the University Personnel Office, over the past 2 years, 2 applications were submitted by Negros for positions of carpenter, 1 for electrician, 1 for brick mason, 2 for apprentice refrigeration mechanics and 3 for air conditioning mechanics. Of the latter group, 1 did not keep his appointment for interview and the others did not have the training and experience required to qualify. It is interesting to note that no applications have been received for the position of campus police.

The situation with regard to typist, stenographic, clerical and administrative services positions is much the same. Over the past 2 years 45 Negros have made application for these types of jobs. Graduation from high school is required for the beginning levels of each of these positions, and related work experience of from 1 to 4 years is required to qualify for the higher classifications, as for example Typist II, Stenographer II, Clerk II, Clerk III, etc. In addition, selected tests are administered to all applicants for these jobs. The tests may be taken at any of the Employment Security Offices located throughout the State or at the University Testing Service in Chapel Hill. The tests are not competetive, however, the majority of the department heads and other supervisors who make the final selection of their employees are most reluctant to give serious consideration to candidates whose test scores fall below the average range regardless of their previous experience. Of the 45 Negros who have applied, only 8 have taken the battery of tests and all but 1 of these 8 have had interviews with department heads or other employers. Four (4) have been offered positions but notified us that they had accepted employment elsewhere. We do not know why the great majority of the applicants have not taken the tests. We only know that they have not

responded to our letters requesting them to let us know when we might arrange for them to be tested and interviewed. As of this date, there are only 17 positions of an office and clerical nature filled by Negros, and these, of course, are among the most numerous positions in the University totaling some 869.

It should be noted that a very large percentage of our secretarial and clerical positions are filled by student wives. While it is true that most of these student wives must work if their husbands are to be able to remain in school and that the University accepts a degree of responsibility in this connection, they are subject to the same qualifications requirements and the same tests in determining eligibility for employment. In spite of the turnover problems resulting from the hiring of student wives, we consider ourselves fortunate in having this source of supply available to us year after year. Many of these girls have had some college education as well as good work experience and are above the average intelligence. The local high schools and business schools do not turn out enough graduates with stenographic, typing and related secretarial skills to supply the constant, heavy demand for such services. For this reason, the chronic shortage of qualified secretarial and clerical help would be far more acute if it were not for the annual influx of student wives who need to work. Any qualified Negros from among these or other applicants are accorded the same consideration in the Personnel Offices as are accorded to applicants of other races.

The records indicate a somewhat different picture in the area of nursing personnel and laboratory workers. There presently are 82 Practical Nurses, 11 General Duty Nurses and 16 Medical Laboratory workers, including 1 Medical Laboratory Supervisor, who are of the Negro race. At least 3 applicants have declined offers of jobs as Medical Laboratory Technicians. These fields seem

to be attractive to Negros, and the large hospital-medical center complexes at UNC and Duke present the most obvious employment opportunities in this locality.

So far as the higher level and more responsible supervisory positions are concerned, the minimum qualifications requirements present obstacles. Most require at least graduation from high school and some require either a college degree or completion of accredited technical courses beyond the high school level. Very few of the Negro applicants interviewed by the Personnel Office meet these requirements. As mentioned previously, the graduates of the Negro high schools and business schools do not tend to look to the University for employment. This same experience is voiced at Duke University. The better qualified graduates seem to gravitate toward the Negro employers or to apply for jobs in the Federal Government. This is true of both males and females. Certainly, not many are seen in our Personnel Offices. Regardless of this fact, any well qualified Negro appointed to a subordinate position in the University who demonstrates ability and who exhibits leadership qualities will be given consideration for promotion to a supervisory position as such a vacancy occurs. Our objective is to place in any position the best qualified and most suitable candidate available regardless of sex, nationality or race.

It might be in order to define the roll of the Personnel Office in the recruitment and placement process. Specifically, its responsibilities are:

1. To assist the schools and departments in locating potential candidates for positions to be filled;

2. To provide a central point for receiving voluntary applications for employment;

3. To conduct initial interviews with applicants;

4. To schedule tests to be administered as required;

5. To evaluate the qualifications of applicants for the different types of positions in accordance with the minimum qualifications requirements as specified by the State Personnel Department;

6. To conduct investigations of scholastic records and previous employment history;

7. To refer suitable, qualified applicants to department heads and other supervisors for their consideration and selection; and

8. To conduct all negotiations with the State Personnel Department in securing final approval of appointment transactions.

The final selection of any candidate for any position is the responsibility of the supervisor concerned, subject to applicable State Personnel regulations and procedures. Efforts are made by the Personnel Offices to overcome prejudices or discriminatory practices which may be detected concerning such factors as age, sex, lack of education beyond the high school level, and nationality as well as race. These efforts, although limited to argumentative and persuasive tactics have had some measure of success. We do not propose to use authoritarian measures to force the hands of supervisors nor do we propose to simply remove them from the employment process with no voice in the selection of their employees.

The following employment figures may be of interest.

Occupations	Employees		
	Negro	Other	Total
Technical (including nurses, lab technicians, etc.)	132	206	538
Office and Clerical	17	852	869
Skilled workers	25	115	140
Semi-skilled workers	28	64	92
Unskilled workers	65	12	77
Service workers	694	135	829
	961	1384	2545

PETITIONER'S EXHIBIT 5c

February 25, 1965

Chancellor Paul F. Sharp
South Building
University of North Carolina
Chapel Hill, North Carolina

Dear Chancellor Sharp:

We are very much concerned about recent events on campus. In particular, the apparent fact (as reported in Sunday's Tar Heel) that the shooting of a pellet into Kenan Dormitory is being passed off as another minor incident by Chief Beaumont seems especially disconcerting. To be sure, no one was injured. But suppose someone had been hit. Remarks attributed to Chief Beaumont would lead us to infer that unless someone is actually injured there is no great cause for concern. We also infer from the newspaper account that he believes that this may have been the work of children. But surely the fact that the shooting occurred on the very same day as the rally makes this particular inference implausible. And even if true, it is hardly a trivial incident.

We urge the administration to take a strong stand and to impress upon all concerned the seriousness of the matter. Even though this incident might be considered minor by some, a series of such incidents can have considerable impact on the entire University community. Quite obviously, such a series of insults and unexplained (and unpunished) acts of violence can and do have very real consequences for members of racial and religious minorities. While they may be explained as unrelated incidents, the very fact that they are so interpreted may very well contribute to further "minor" incidents.

The above relates to the latest of a series of matters about which we, as members of the University community, feel great concern. We should also like to mention other questions about which we do not claim to have the full facts, but which have been raised and may require University administrative action to resolve:

1) Do practices of the University encourage whites more than Negroes to seek admission to the University?

2) Are pictures and questions about race included on forms for admission to and employment at the University?

3) What are the University's actual practices, aside from official policy, with respect to the upgrading of Negro janitors and other unskilled and semiskilled Negro personnel?

4) Is the University encouraging employment of Negroes -- at all levels?

5) Do campus police have any training in handling mob behavior -- e.g., preventing the unfortunate rowdyism and minor violence (such as firecracker tossing) at last Friday's rally?

6) Is the behavior of students on campus, particularly around their residences, adequately disciplined?

7) Do local fraternities have discriminatory clauses and/or rituals?

Yours truly,

H. M. Blalock, Jr. Professor of Sociol
M. Richard Cramer Asst. Professor of Soci
Bruce K. Eckland, Asst. Professor of Sociology
Hallowell Pope, Asst. Professor of Soci
Edgar W. Butler, Instructor in Sociol

THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL
27514

DEPARTMENT OF SOCIOLOGY
AND ANTHROPOLOGY

PETITIONER'S EXHIBIT 52

Chancellor Paul F. Sharp
South Building
Campus

June 28, 1965

Dear Chancellor Sharp:

You may recall that some of my colleagues and I wrote you some time ago about possible areas of discrimination on the campus, and you asked us to call specific instances to your attention. Recently I have had several conversations with one of the janitors who tells me that they have a number of complaints concerning working conditions and possible discrimination. I believe they intend to send you a letter shortly concerning this matter.

I imagine that it would be difficult for them to prove discrimination, beyond any reasonable doubt, since there are no white janitors with whom they can be compared. Nevertheless, from some of the casual observations we have made, I would infer that discrimination does in fact exist. Several members of our department have observed the behavior of their supervisor, Mr. Olive, and what they have seen would lead us to believe that his treatment of some janitors is based on the notion that Negroes should be completely subservient. One janitor has been here 16 years and has not been given his share of "merit" increases in spite of work that is completely acceptable to us. I understand that his salary after 16 years is $2,700 (out of which he has put several children through college). Another janitor who has been here for a much shorter period earns more.

I also understand that Negro janitors are not promoted to the rank of supervisor. One janitor has told me that he understands that a similar problem of discrimination exists among the "grounds force," but he is not certain of his facts on this.

I therefore hope that you will give this matter serious attention. If there is any way in which I can be of assistance I will be more than happy to do so.

Yours truly,

H. M. Blalock, Jr.

H. M. Blalock, Jr.
Professor

Committee of Janitors
University of North Carolina
July 8, 1965

Mr. Paul F. Sharp
Mr. J. S. Bennett
Mr. J. A. Brinch

Gentlemen:

The Classroom Janitors of the University have requested their Committee to see those officials concerned with better working conditions for Janitors and with the attitude of the Janitorial Supervisors. This request was made in a meeting held on Thursday, June 24, 1965, a regularly scheduled monthly meeting. In the course of this meeting, the same complaint came from each and every Janitor present. They wanted to know how much longer they would have to put up with the difficulties that are not only existing in the working conditions, but also in their relationship with Supervisory personnel. The Janitors agreed they did not mind the work nor being supervised as long as they felt they were able to do a good job and reasonably please the supervisors, but they do wish to work under someone who knows how to treat them and speak to them with the respect due any human being.

With this wish in mind, this Committee requests the opportunity to meet with the Officials and possibly work out some agreement in the form of a Work Guide so the Supervisors may know just what to expect of their men.

Grievances that need to be reconciled have to do with several areas: being run all over campus and off, the need of a relief man, sick leaves, petty leaves, vacation, salaries, and merit raises. Present regulations and any future changes in regulations concerning these areas need to be made clear and understood by all concerned: the Officials, the Janitors, and their Supervisors.

This appeal for audience comes to you on the behalf of men who are here with the University to work so they can provide for their wives and families and to see that they have food, clothing, a fairly decent shelter over their heads and a good education for their children.

The undersigned do hereby humbly request this opportunity to improve their conditions so as to better Man's Service to Man.

We greatly appreciate your considerations of this matter.

The Committee of Janitors:

Mr. Emerson Atwater, Mr. Buck Burnett, Mr. Oscar Kirby, Mr. L.E.D.

Emerson Atwater Buck Burnett Oscar Kirby L.E.D.

Marion Forshee

Section Six: Housekeeper Protests in the Reagan Era, 1980-1983

The thread of discrimination and struggle did not end with the Civil Rights movement. In the 1980s, as the Reagan administration rolled back new deal legislation, housekeepers organized again to voice protests over mistreatment and low pay.

Document 6a: This list of grievances and demands of University housekeeping workers, dated March 27, 1980, stems from an incident in which supervisors wrote up housekeepers who did not drive to work during a snow storm. Their supervisor reportedly told them he did not care if they had to crawl to get to work, they still had to come in. Treatment and working conditions had hardly improved over fifty years, and the firing of Gene Alston, who was organizing housekeepers, is seen as harassment.

Document 6b: This document dated November 9, 1983, shows that low pay remains a major issue for the housekeeping staff, who were circulating among a petition complaining about the problem.

GRIEVANCES AND DEMANDS OF UNIVERSITY HOUSEKEEPING WORKERS
March 27, 1980

We, workers of University of North Carolina Physical Plant Housekeeping department, are fed up with the bad working conditions and harassment on the job. Many of us have taken our complaints to our immediate supervisors, with no results. Many of us met as a group with Mr. Jack Murphy about our complaints, again, with no results.

We, the workers, have organized and are bringing this list of grievances and demands to Physical Plant Director, Claude Swecker. We want results, not more run-arounds!

(1). The University Staff Handbook clearly states that employees are to use their own judgement about coming to work in bad weather. But most supervisors threaten, harass, and write-up workers who can't get into work in bad weather.

WE DEMAND THERE BE NO MORE WARNING LETTERS TO WORKERS WHEN THEY CANNOT COME IN TO WORK IN BAD WEATHER.

WE DEMAND THAT ALL WARNING LETTERS THAT HOUSEKEEPING DEPARTMENT WORKERS HAVE GOTTEN THIS WINTER (1979-1980) BE REMOVED FROM THEIR FILES.

(2) Housekeeping Department worker, Gene Alston, was fired from his job last week. This was an example of harassment, especially because it is knownthat he has been working to help organize workers here.

WE DEMEND GENE ALSTON BE GIVEN HIS JOB BACK RIGHT AWAY, WITH BACK PAY.

(3) When workers are sick, supervisors demand answers to very personal questions about our illness, then they often don't believe us. They threaten to fire us if we don't come into work, even if we are sick- take the example of the worker who was forced to come in with red measles.

WE DEMAND TO GET OUR SICK DAYS ON OUR WORD, WITHOUT BEING MADE TO TELL SUPERVISORS OUR PERSONAL PROBLEMS.

WE DEMAND WE BE GIVEN THE RIGHT TO BE OUT OF WORK WHEN WE ARE SICK WITHOUT HAVING OUR JOBS THREATENED.

(4) We were hired as Housekeeping Assistants. Many of us are forced to go outside, shovel snow, clean the grounds and dumpsters, rake leaves.

WE DEMAND THAT ALL HOUSEKEEPING WORKERS HAVE A WRITTEN JOB DESCRIPTION OF THEIR POSITION, AND THAT SUPERVISORS STICK TO THAT.

(5) University Housekeeping Employees are forced to take our vacation between May and August, regardless of the needs of us and our families.

WE DEMAND WE BE ALLOWED TO TAKE OUR VACATION AT TIMES OUTSIDE THE May-August period, when WE WANT.

(6) Supervisor Manzie Smith is well-known to sexually harass women workers who are under him. Complaints and grievances about this have brought no results, just more harassment.

WE DEMAND THAT SMITH BE REMOVED FROM HIS POSITION AS SUPERVISOR!

(7): The University handbook clearly outlines a grievance procedurE for all employees. We know this is a JOKE. Individual supervisors make their own rules about how to handle grievances and this is always against the workers.

WE DEMAND THE UNIVERSITY HOUSEKEEPING DEPARTMENT STRICTLY GO BY ITS OWN GRIEVANCE PROCEDURE.

(8) Supervisor John Thompson is constantly harassing workers on the job. This has been brought up to higher level management again and again, with no results.

WE DEMAND THAT JOHN THOMPSON BE REMOVED FROM HIS JOB AS SUPERVISOR

(9). Presently, there are no regular meetings for all Housekeeping Department Employees.

WE DEMAND REGULAR MEETINGS WITH ALL WORKERS, ON WORK TIME, ON A REGULAR BASIS.

WE WANT ANSWERS TO OUR DEMANDS!!!!

RECEIVED

NOV 15 1983

VICE CHANCELLOR
BUSINESS & FINANCE

Physical Plant

THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL

RECEIVED

NOV 9 1983

VICE CHANCELLOR
BUSINESS & FINANCE

The University of North Carolina at Chapel Hill
Physical Plant 168 A
Chapel Hill, N.C. 27514

PETITIONER'S EXHIBIT 66

November 8, 1983

MEMORANDUM

FROM: Claude E. Swecker
Director

TO: Mr. Jack Gunnells
Director, Personnel Department

SUBJECT: Housekeeping Pay Concerns

1. As I mentioned several weeks ago, housekeepers were quite vocal about pay (or lack thereof) in the last group meeting I had with them. Mr. Burleson attended, and later contacted the State Personnel Office to determine whether there were any recent comparability studies. It is my understanding that the pay level of housekeepers was considered to be comparable with that of persons performing similar duties elsewhere in the State. Nevertheless, there is such strong sentiment that a petition is being circulated among housekeepers. I am not aware of the details of the petition or to whom it will be addressed at this time.

2. We had discussed the possibility of inviting Mr. Webb to address the housekeepers on the subject of pay. It would be appreciated if you would invite him, or other suitable authority on the subject to speak with our housekeepers.

CES:btw

cc: Dr. Farris Womack

Rep. Gene Swecker

DR. WOMACK:

WE ASKED GENE SWECKER TO WRITE THIS & I IN TURN WROTE HAROLD WEBB A LETTER, ALSO OF 11-8-83, (COPY SENT TO YOU EARLIER). ON REFLECTION, IT SEEMED LIKE A GOOD WAY TO GET THE PAY PROBLEMS BURIED A LITTLE FARTHER INTO ITS (CONSCIOUSNESS)

Conclusion

For the sixty-year period documented in this packet, the University has always lagged behind in its legal responsibility to provide equal protection under the law to black employees. While Frank Porter Graham's comparatively enlightened leadership sought to improve the difficult conditions of workers during the depression and the war, his subordinates in the administration and subsequent leaders of the University failed to live up to the high standard he set.

Workers at this University have always faced an uphill struggle for a decent standard of living, advancement opportunities, and respectful treatment from their superiors. Kennon Cheek, Elliot Washington, and the Janitors' Association passed the torch of struggle to Bessie Hargraves, Etta Guthrie, and the C. I. O., who passed it down to Isiah Burnett, Marion Foushee, and the Committee of Janitors, then to Gene Alston and workers who protested mistreatment down to 1990. That torch is now in the hands of Marsha Tinnen, Barbara Prear, Larry Farrar, and all the members of the Housekeeper's Association who continue to demand the justice denied those before them.

UNIVERSITY OF N.C. AT CHAPEL HILL
00037506485

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